



# HR CONNECTION

## JANUARY WELCOMES IN THE NEW YEAR

### Did You Make a Resolution....

#### ...To Lose Weight?

Check out the step-by-step guide brought to you by the Centers for Disease Control to help you get on the road to weight loss and better health:  
[http://www.cdc.gov/healthyweight/losing\\_weight/getting\\_started.html](http://www.cdc.gov/healthyweight/losing_weight/getting_started.html)

Also check out the Fitness Interactive Fast Food Menu! Now you can have it all—fast food and exercise too. This interactive web page lets you select your favorite fast food meal, get information about the nutritional content, and then learn how much exercise you need to do to burn off the meal you selected:  
[http://www.extension.org/pages/Interactive\\_Fast\\_Food\\_Menu\\_with\\_Fitness](http://www.extension.org/pages/Interactive_Fast_Food_Menu_with_Fitness)

#### ...To Quit Smoking?

All Federal Employee Health Benefit plans now offer 100% coverage to help you quit smoking. Anyone covered under an FEHB health plan (including covered family members) can take advantage of the benefit. Plans cover:

- ◆ Four tobacco cessation counseling sessions of at least 30 minutes for at least two quit attempts per year, including telephone counseling, group and individual counseling and all seven Food and Drug Administration approved tobacco cessation medications.

The benefits are provided with no copayments or coinsurance and are not subject to deductibles, annual or life time dollar limits.

#### ... To Save?

In 2011, but only in 2011, the FICA taxes on salaries for FERS and CSRS-Offset employees have been reduced by 2%. This is a great opportunity to boost retirement savings. Think about saving, and not spending, the 2% in your TSP account. This could have a significant impact on amounts available for retirement. Also --a double bonus--this action will lower your federal and state income tax in 2011 as the contribution will be tax-deferred. You can find information on enrolling in TSP at: <https://www.tsp.gov/planparticipation/eligibility/>



### Watch These Dates

#### 2011 FEDERAL HOLIDAYS

Monday, January 17	Birthday of Martin Luther King, Jr.
Monday, February 21	Washington's Birthday
Monday, May 30	Memorial Day
Monday, July 4	Independence Day
Monday, September 5	Labor Day
Monday, October 10	Columbus Day
Friday, November 11	Veterans Day
Thursday, November 24	Thanksgiving Day
Monday, December 26	Christmas Day

### Tips



**LEAVE:** The 2011 leave year began on January 2nd. To help track your annual and sick leave during the year, try using this helpful chart:

[http://www.geico.com/public/pdf/federal/jan\\_02.pdf](http://www.geico.com/public/pdf/federal/jan_02.pdf)



### Flexible Spending Reminder

Don't forget that you are able to use 2010 Flexible Spending Account dollars for expenses you incur through March 15, 2011. All medical expenses during this 2½ month grace period are able to be reimbursed using your remaining 2010 dollars. Expenses may include co-pays, dental visits, prescription and over-the-counter medicines, eyeglasses, and

more. April 30th is the absolute deadline for filing claims for reimbursement from 2010 Flexible Spending Account savings. Further information on the grace period is available at:

<https://www.fsafeds.com/fsafeds/SummaryOfBenefits.asp#WhatIsGracePeriod>

